Bargaining Update
March 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In March 2014, Mediation Services received settlement information regarding 28 bargaining relationships encompassing 5,343 employees. There were 21 private sector and 7 public sector settlements, covering 2,696 and 2,647 employees respectively.

In January 2014, approximately 405,300 Albertans were covered by union agreements. Alberta's union coverage rate was 21.59% while nationwide the union coverage rate was 30.77%.*

Collective Bargaining Agreements Settled in 2013 – By Sector

Sector	CBAs	EEs	Avg. Term in Months
Public Sector	187	54,256	38
Private Sector	192	42,867	34
Total	**379**	**97,123**	**36**

Collective Bargaining Agreements Settled in 2013 - By Settlement Method

Method	Public	Private	Total
Negotiation	77	134	**211**
Mediation	33	58	**91**
Compulsory Arbitration	2		**2**
Disputes Inquiry	9		**9**
Interest Arbitration	1		**1**
Voluntary Arbitration	20		**20**
Legislated	45		**45**

Collective Bargaining Agreements Settled in 2013 – By NAICS

NAICS	Public	Private	Total
Accommodation & Food Services		10	**10**
Administrative & Support, Waste Management & Remediation Services		5	**5**
Arts, Entertainment, & Recreation		11	**11**
Construction		47	**47**
Educational Services	98		**98**
Finance & Insurance	1		**1**
Health Care & Social Assistance	50		**50**
Information & Cultural Industries	1	11	**12**
Manufacturing		56	**56**
Mining & Oil & Gas Extraction		6	**6**
Other Services (except Public Administration)		11	**11**
Professional, Scientific & Technical Services		2	**2**
Public Administration	26	1	**27**
Transportation & Warehousing	1	12	**13**
Utilities	10	3	**13**
Wholesale Trade		9	**9**
Total	**187**	**192**	**379**

For further information, contact:
Collective Bargaining Information Services
Alberta Jobs, Skills, Training and Labour, Mediation Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Arts, Entertainment, & Recreation				
Alberta Bingo Supplies – Casino Calgary CUPE Local 4655	302	60	2018-08-24	Not available
Construction				
Kiewit Energy Construction CLAC Local 63	1,185	24	2016-02-15	1st year 5.6% 2nd year Wage Reopener
Educational Services				
Peace River School Division No. 10 [Bus Drivers] CUPE Local 4946	149	24	2015-08-31	1st year 1.0% 2nd year 1.0%
University of Alberta Academic Staff Association	4,000	24	2015-06-30	1st year 1.65% 2nd year 1.65%
University of Calgary Faculty Association	2,312	24	2015-06-30	1st year 0% 2nd year 0%
Health Care & Social Assistance				
Good Samaritan – Dr. Gerald Zetter Care Centre CUPE Local 1031	120	36	2016-06-30	1st year 6% [ANC] 3% [GSS] 2nd year Wage Reopener 3rd year Wage Reopener
Manufacturing				
Cavendish Farms, Potatoes UFCW Local 401	98	48	2017-02-28	1st year 2.5% 2nd year 2.5% 3rd year 2.5% 4th year 2.5%
Kiewit Energy Fabricators CLAC Local 63	140	24	2016-02-15	1st year 1.75% 2nd year Wage Reopener
Real Estate & Rental & Leasing				
Aviscar UFCW Local 401	105	36	2016-05-31	1st year 3.50% 2nd year 3.50% 3rd year 3.75%
Wholesale Trade				
Cornerstone Industrial CLAC Local 63	255	24	2016-01-31	1st year 1.75% 2nd year 0.00%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
Buffalo Metis Catering	UFCW Local 401	1,190	2013-12-31
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Lethbridge School District No. 51	CUPE Local 2843	367	2012-08-31
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services	UNA	24,000	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
Mining & Oil & Gas Extraction			
SunHills Mining, High Vale Mine	Steelworkers Local 1595	560	2013-03-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	IAFF Local 255	1,240	2010-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary, Inside Workers	CUPE Local 38	4,000	2014-01-05
City of Edmonton	IAFF Local 209	1,112	2010-12-18
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Strathcona County	AUPE	166	2013-12-31
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
ENMAX Corporation	CUPE Local 38	700	2013-12-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
Newfoundland & Labrador				
Government of Newfoundland & Labrador NAPE *Canadian Labour Reporter*, Mar. 3, 2014.	1,100	48	2016-03-31	1st year 0.0% 2nd year $1,400 lump sum 3rd year 2.0% 4th year 3.0%
Memorial University of Newfoundland PSAC *Canadian Labour Reporter*, Mar. 24, 2014.	480	24	2016-08-31	1st year 2.0% 2nd year 2.0%
Nova Scotia				
District Health Authorities, Acute Centre Nova Scotia Nurses' Union *Canadian Labour Reporter*, Mar. 17, 2014.	6,000	24	2014-10-31	1st year 2.5% 2nd year 3.0%
Government of Nova Scotia Nova Scotia Government & General Employees Union *Canadian Labour Reporter*, Mar. 3, 2014.	7,500	36	2015-03-31	1st year 2.0% 2nd year 2.5% 3rd year 3.0%
Ontario				
Regional Municipality of Niagara Police Services Board Niagara Region Police Association *Negotech*, HRSDC.	1,000	36	2013-12-31	1st year 2.6% 2nd year 2.5% 3rd year 2.5%

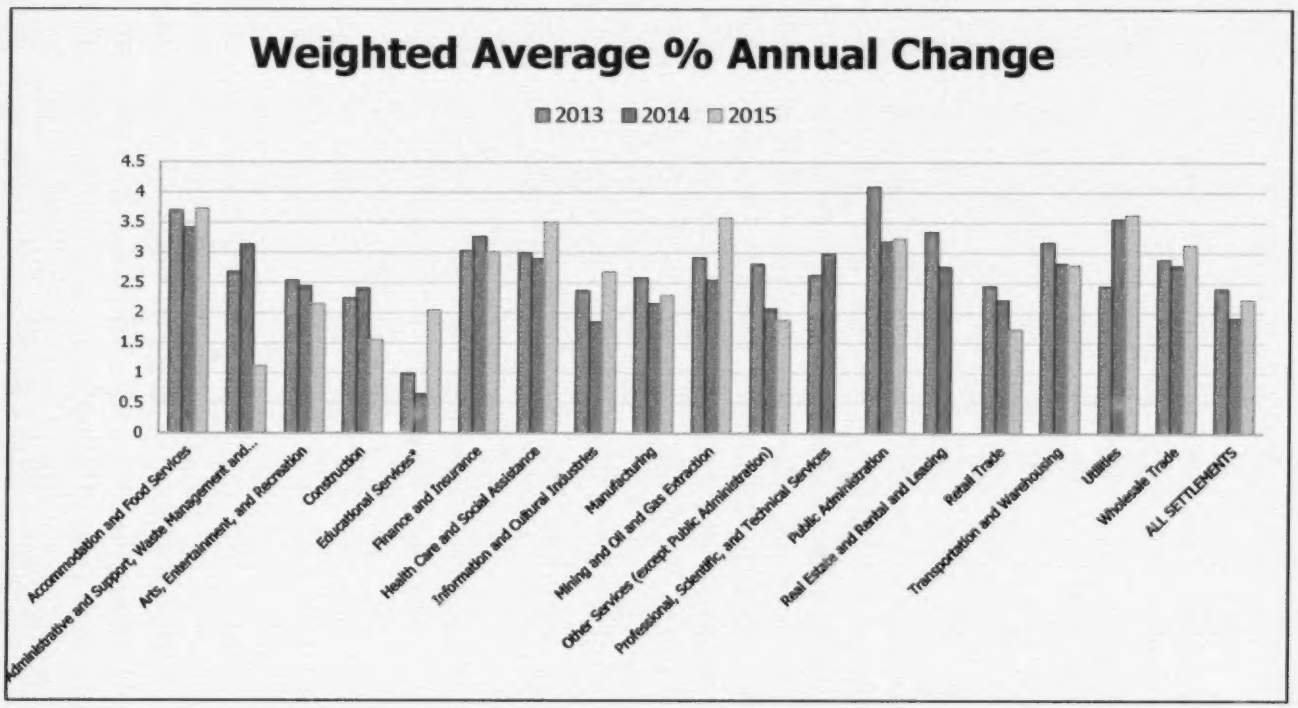
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Hotel Grand Pacific Unifor *Canadian Labour Reporter*, Mar. 24, 2014.	160	48	2017-08-31	1st year 2.2% 2nd year 2.4% 3rd year 2.7% 4th year 1.5%
Teck Resources Limited Steelworkers Local 480 *Negotech*, HRSDC.	1,120	60	2017-05-31	1st year 3.0% 2nd year 3.0% 3rd year 4.0% 4th year 4.0% 5th year 4.0%
New Brunswick				
Saint John Construction Association Bricklayers Local 8 *Canadian Labour Reporter*, Mar. 17, 2014.	120	48	2017-07-31	1st year 3.0% 2nd year 3.0% 3rd year 3.0% 4th year 3.5%
Quebec				
Casino du Lac-Leamy Fédération des Employés des Services Publics *Canadian Labour Reporter, Mar. 10, 2014.*	230	48	2017-03-31	1st year 2.0% 2nd year 2.0% 3rd year 2.0% 4th year 2.0%
Saskatchewan				
Extra Foods Store UFCW *Negotech*, HRSDC.	830	60	2018-03-31	1st year $.50 per hour 2nd year $.50 per hour 3rd year $.50 per hour 4th year $.50 per hour 5th year $.50 per hour

Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly% change taking effect in the indicated year.

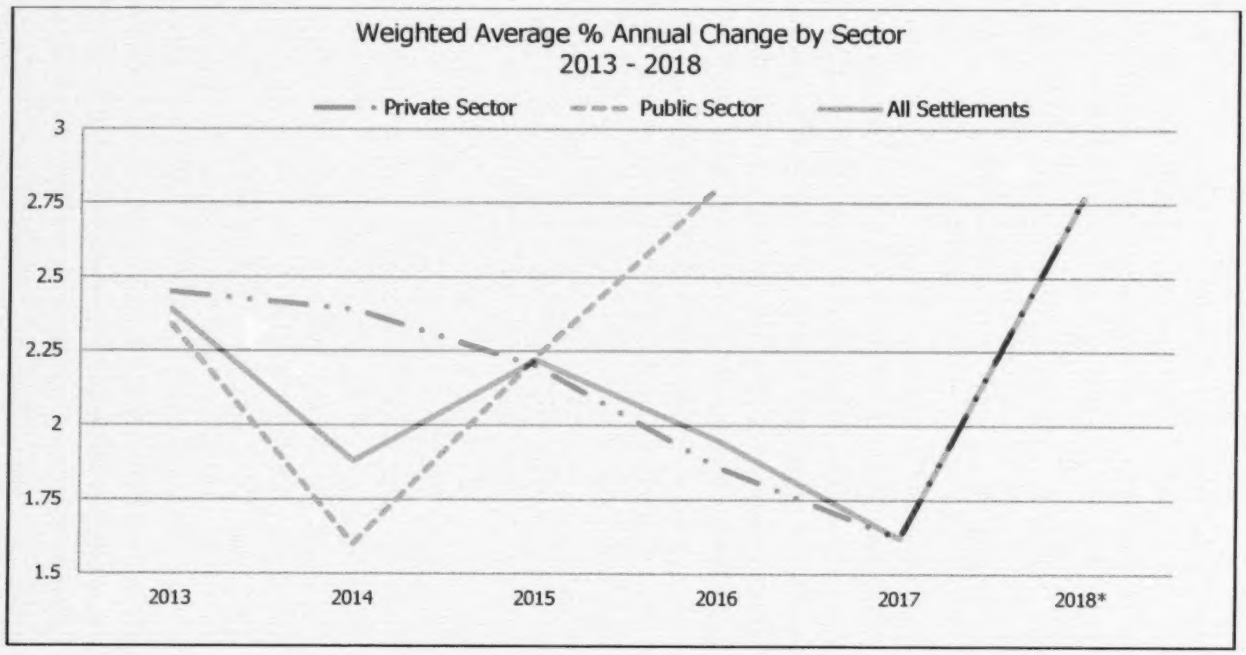
	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	22	2,918	3.69	14	1,236	3.40	11	581	3.69	2	187	3.16
Administrative & Support, Waste Management & Remediation Services	8	1010	2.67	6	456	3.32	4	76	1.54	1	24	0.00
Arts, Entertainment, & Recreation	28	3,370	2.52	19	2,363	2.44	5	709	2.27	1	16	2.00
Construction	114	70,014	2.22	37	8,296	2.39	7	2,509	1.55			
Educational Services	140	70,054	0.98	111	59,909	0.72	85	35,662	2.05	5	1,110	2.47
Finance & Insurance	4	2109	3.01	1	55	3.25	1	55	3.00			
Health Care & Social Assistance	151	58,000	2.98	71	28,588	2.88	22	1,443	3.50	2	146	3.91
Information & Cultural Industries	19	2069	2.35	16	927	1.83	5	512	2.67			
Manufacturing	162	19,526	2.57	105	13,914	2.15	62	9,035	2.29	21	4,472	2.04
Mining & Oil & Gas Extraction	26	6,142	2.9	18	4,786	2.53	6	710	3.57	2	575	3.80
Other Services (except Public Administration)	28	760	2.8	14	351	2.07	6	131	1.88	2	15	3.00
Professional, Scientific, & Technical Services	6	1,913	2.61	2	1,655	2.97						
Public Administration	99	25,095	4.08	62	4,907	3.17	19	1,577	3.22	2	160	3.69
Real Estate & Rental & Leasing	3	144	3.33	2	125	3.38	1	105	3.75			
Retail Trade	22	24,834	2.43	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58
Transportation & Warehousing	45	8,776	3.15	25	2,620	2.81	14	1,602	2.78	1	73	2.94
Utilities	31	9,131	3.43	20	4,439	3.54	14	2,348	3.62	3	100	3.68
Wholesale Trade	27	4,736	2.87	20	4,075	2.73	17	3,926	2.94	7	1,018	2.10
All Settlements	**935**	**310,601**	**2.39**	**558**	**150,958**	**1.88**	**285**	**72,699**	**2.22**	**52**	**16,640**	**1.95**



Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

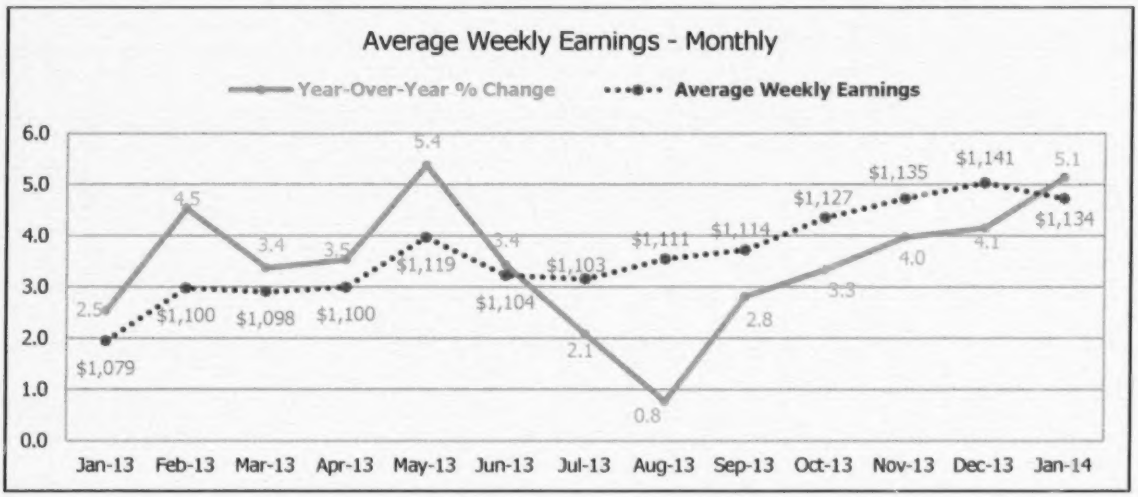
Wage data reflects the average yearly % change taking effect in the indicated year.

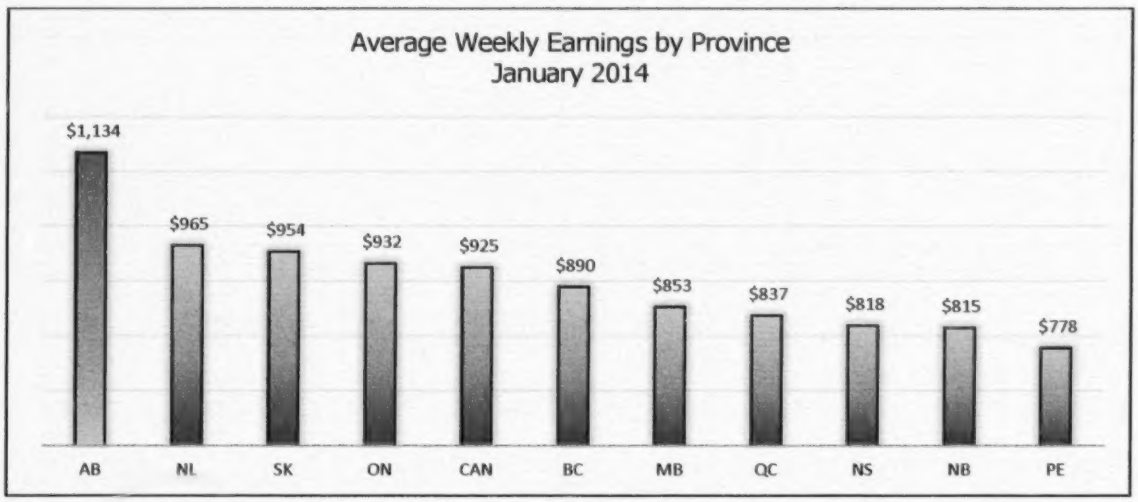
	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	492	133,180	2.45
	Public Sector	443	177,421	2.34
	All Settlements	**936**	**310,601**	**2.39**
2014	Private Sector	281	52,743	2.39
	Public Sector	277	98,215	1.60
	All Settlements	**558**	**150,958**	**1.88**
2015	Private Sector	146	32,044	2.20
	Public Sector	139	40,655	2.23
	All Settlements	**285**	**72,699**	**2.22**
2016	Private Sector	39	15,108	1.86
	Public Sector	13	1,532	2.81
	All Settlements	**52**	**16,640**	**1.95**
2017	Private Sector	11	9,350	1.62
	Public Sector	0	0	0
	All Settlements	**11**	**9,350**	**1.62**
2018*	Private Sector	2	96	2.77
	Public Sector	0	0	0
	All Settlements	**2**	**96**	**2.77**



Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

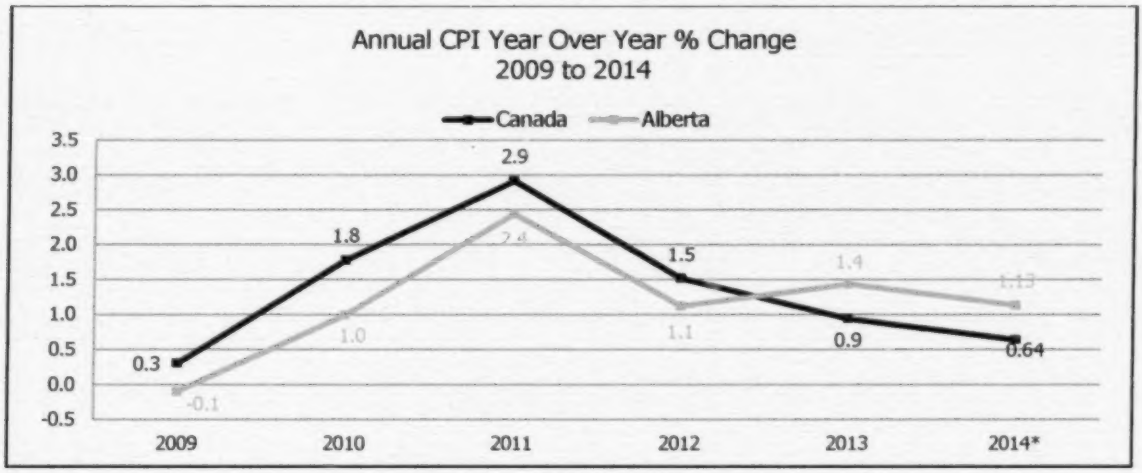
Average Weekly Earnings Alberta (AWEA)*

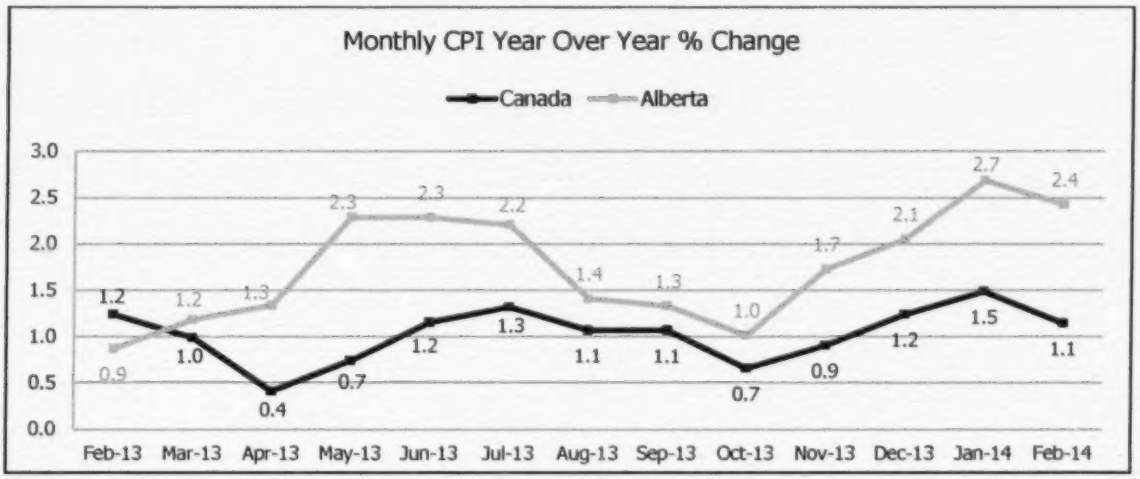


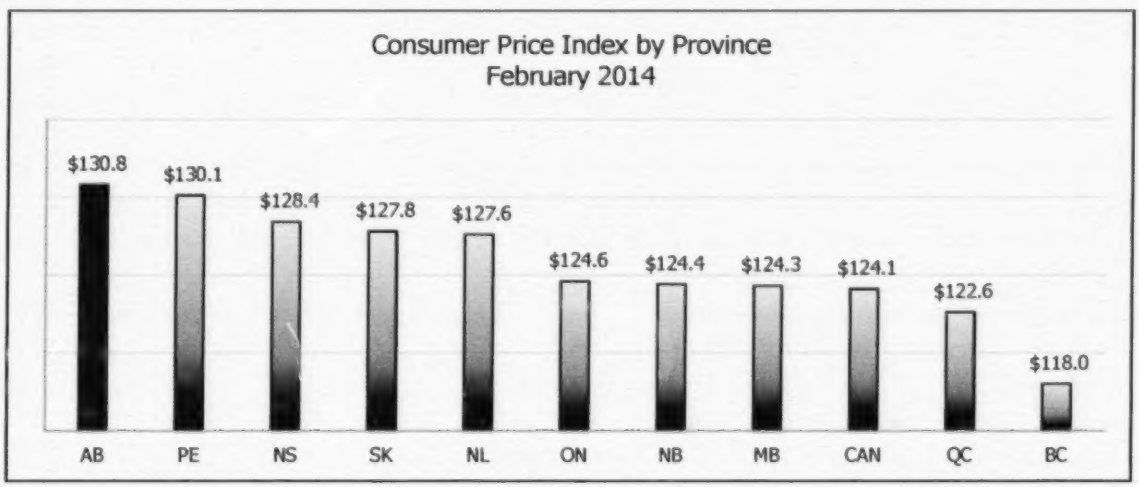


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







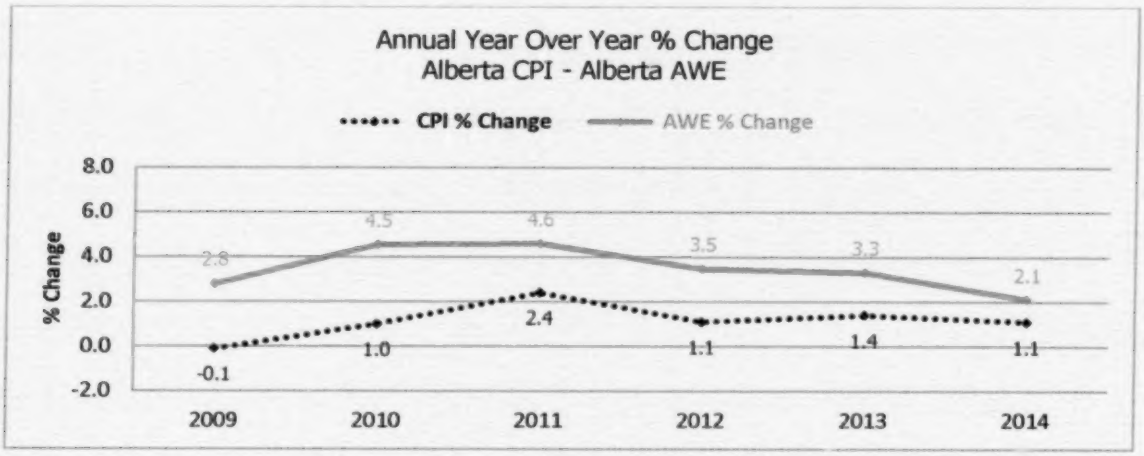
*Year to date – Graph data available upon request.

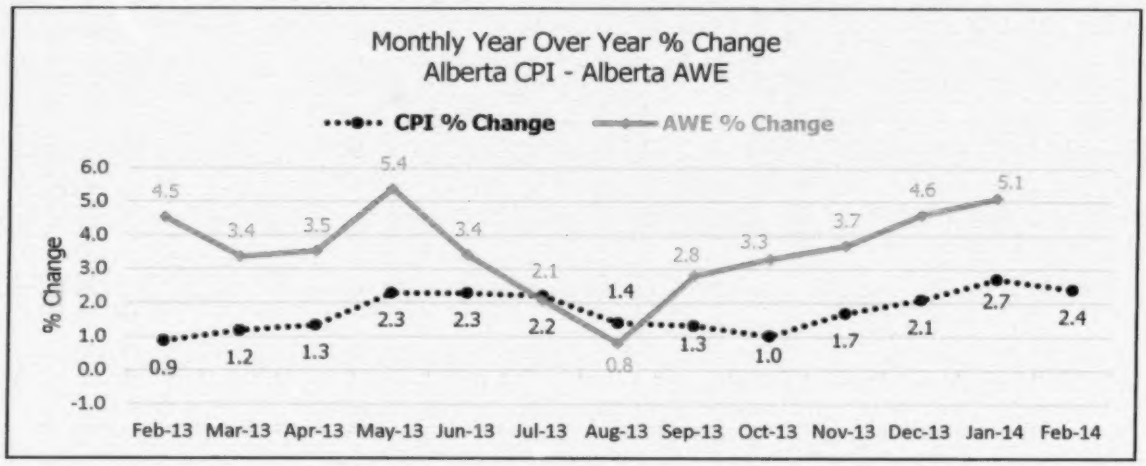
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Feb 13	122.7	1.2	127.7	0.9	128.0	0.9	127.5	1.0
Mar 13	122.9	1.0	128.1	1.2	128.3	1.0	127.9	1.3
Apr 13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May 13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9

Average Weekly Earnings													
	Jan 13	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14
AWE $	$1,083.82	$1,099.51	$1,098.08	$1,099.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,145.63	$1,134.36
AWE %	3.00	4.53	3.37	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.61	5.1

*Year to date – Graph data available upon request.

[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Name Listing

ASBA –Alberta School Boards Association
AHS – Alberta Health Services

GPMC – General Presidents' Maintenance Committee for Canada
CLR – Construction Labour Relations

Union Name Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see **Unifor**

CEP[Communications, Energy and Paperworkers Union] see **Unifor**

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

Glass Workers – Aluminum, Brick and Glass Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing

Resource List

Other Alberta labour market resources:

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

Federal Organizations:

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

International:

- United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html